



# Role description

## Role Details

<b>Job ad reference</b>	GC399860
<b>Role title</b>	Occupational Therapist / Psychologist / Social Worker (Mental Health – Acute Care Team) – Expression of Interest
<b>Status</b>	Temporary full time Temporary part time Please note, future vacancies of a temporary full time and part time nature may also be filled through this recruitment process Please note, suitable part time or job share arrangements may be accommodated within this role
<b>Location</b>	Southport and Robina Note that this position may be required to work throughout the Gold Coast Hospital and Health Service and that the positions primary work location may change based on operational requirements.
<b>Unit/Branch</b>	Adult and Older Person Inpatient Unit
<b>Division</b>	Mental Health and Specialist Services Emergency and Specialty Services Gold Coast Hospital and Health Service
<b>Closing date</b>	Ongoing Applications will remain current for the duration of the vacancy
<b>Classification</b>	HP3
<b>Evaluation ID</b>	V949
<b>Salary</b>	\$2941.70 - \$4323.80 per fortnight \$38.70 - \$56.89 per hour
<b>Contact name</b>	Nicki Filauer
<b>Contact number</b>	(07) 5687 9600
<b>Online Applications</b>	<a href="http://www.smartjobs.qld.gov.au">www.smartjobs.qld.gov.au</a>

## Purpose of the Role

Provide clinical mental health services in the areas of assessment, treatment and care planning, intervention and evaluation to consumers and their families who present to Gold Coast and Hospital Health Service (GCHHS) with complex emotional and behavioural mental health needs. Care is delivered across a variety of hospital and community settings through the application of evidence based best practice with a multidisciplinary team focus within an integrated mental health service environment.

## Our Values

Gold Coast Hospital and Health Service is committed to its six guiding principles which are at the core of all positions and articulate the behaviours that are required when working within the Health Service:



Whilst we implement our strategic objectives to be recognised as a centre of excellence for world class health care, our [values](#) provide the framework to focus our individual behaviours and performance outcomes.

## Health Equity and Racism

Gold Coast Health is committed to improved health equity for Aboriginal and Torres Strait Islander peoples in our community as presented in our [Reconciliation Statement](#). It is expected that all Gold Coast Health staff as a valuable member of the Gold Coast Health workforce, contribute to the health equity agenda. Please visit our [website](#) for additional information.

## Organisational Alignment

Gold Coast Health has a Core Capability Framework (CCF) with five core capability groups; Personal Attributes; Building Relationships, Results Focused, Business Enablers, Leadership and People Management. Under each of the five capability groups, individual capabilities are identified which are essential to drive performance excellence across our workforce. Below outlines the five core role capabilities required to deliver against the key duties and accountabilities of this role, however, all capabilities listed within the framework remain essential in order to successfully perform at Gold Coast Health.

Capabilities are aligned to Leader Profiles; Leading Self, Leading Others, Leading Leaders and Leading Executives. The Leader Profile and Core Capabilities for this role are detailed below. Visit the [Core Capability Framework](#) (CCF) for further detail.

### Leader Level: Leading Self

#### Core Role Capabilities

Personal Attributes	Individual behaviours influenced by our values and ethical compass	Leading Self   Show Resilience and Compassion - Ask questions and make suggestions, while remaining open to new situations, others ideas and differing approaches
Build Relationships	Shape and maximise relationships with colleagues, patients and the community	Leading Self   Communicate Effectively - Provide clear, ongoing communication with colleagues, patients and clients, actively listening and contributing to discussions
Results Focused	Drive and influence successful organisational outcomes	Leading Self   Plan and Prioritise - Understand team objectives against our broader organisational goal, taking ownership, performing within timelines and guidelines and adjusting priorities if required
Business Enablers	Boost effective service delivery and champion change management	Leading Self   Manage Change - Support, participate and champion change initiatives, appropriately raising queries or concerns
Leadership and People Management	Inspire, engage and build our workforce	Leading Self   Make Sound and Agile Decisions - Implement routine decisions in daily work and consult others as a basis for further decision making

## About the Profession/Service

Allied Health Professionals within Gold Coast Health have access to an additional Professional Capability Framework for Allied Health which complements the organisation-wide Core Capability Framework. The Professional Capability Framework details the professional capabilities for Allied Health positions, providing a common language and set of expectations across the professions, and acting as a developmental tool to support and inform discussions about professional skill development and career progression within Gold Coast Health. Further information can be found [online](#).

Mental Health and Specialist Services (MHSS) provide integrated hospital and community specialised mental health assessment and treatment services across the age-spectrum. Our services aim to be consumer focused and recovery oriented.

The Acute Care Treatment Team (ACT) provide 24 hour, 7 day a week specialist mental health care services. This team's role is to be the first point of contact for the GCHHS Mental Health Service to provide education, support, information, advice and referral. ACT is a mobile assertive outreach crisis response team that offers a range of short-term options tailored to meet individual needs in the community which may also include acute care in the immediate post discharge phase of an inpatient admission. ACT is committed to providing a service that is empathic, courteous and able to develop positive relationships with people in crisis, founded on hope and recovery. The ACT continuous roster operates 7 days a week, 24 hours a day across variety of settings throughout the GCHHS.

## Key Duties and Accountabilities

Fulfill the responsibilities of this role in accordance with Queensland Public Service, the Gold Coast Hospital and Health Service (GCHHS) values.

- Comply with the [Code of Conduct for the Queensland Public Service](#) and all policies and procedures.
- Comply with the [National Safety and Quality Health Service Standards](#) and the Gold Coast Health [Clinical Governance Framework](#) in all areas of your practice.
- Deliver clinical services within an integrated Mental Health service environment with a multidisciplinary team focus, incorporating clinical assessment, management/treatment planning, interventions, implementation and evaluation of therapeutic programs and support services aimed at maintaining optimal level of consumer functioning in the least restrictive environment.
- Utilise clinical skills commensurate to individual level of experience.
- Provision of care delivery in a variety of hospital and community settings including at external venues, consumers home address and at staff based clinic.
- Apply professional knowledge and skills in clinical decision making under the practice supervision or professional guidance of a more senior clinician and progressing to more independent clinical judgement commensurate within level of clinical expertise.
- Contribute to the clinical education of students and other less experienced staff in consultation with the support of senior clinical staff.
- Provide comprehensive care to consumers with an acute mental health issue including mental health risk assessment and risk management plans.
- Coordinate the treatment planning, interventions, implementation and evaluation of therapeutic programs and support services aimed at maintaining optimal level of consumer functioning in the least restrictive environment.
- Work collaboratively as a member of a multidisciplinary team to provide integration and coordination between different sites or programs and to facilitate the delivery of an efficient and responsive Mental Health service to the public.
- Establish and maintain partnerships with consumers and their family/carers in cooperation with other care providers in the public, private and non-government sector including relevant interagency networks.
- Maintain the currency and high quality of practice knowledge, skills and expertise by active participation in professional development activities including practice supervision.
- Participate in the identification, development and implementation of quality and service improvement activities that incorporate consumer participation and contribute to the development of an innovative contemporary mental health service.

- Ensure effective record keeping for consumers, including completion of required outcome data and information that supports clinical activity reporting i.e. Consumer Integrated Mental Health Application (CIMHA).
- Provide input into the development of clinical practices, procedures and protocols that enhance the delivery of mental health services to consumers with an acute mental health issue.
- Manage a portfolio consistent with skill level and level of practice and contribute to multidisciplinary and discipline specific projects as required.
- Practice safety by demonstrating professionalism and accountability for own action.
- Monitor and evaluate outcomes of clinical services within the context of a multidisciplinary Mental Health environment.
- Deliver occupational therapy/psychology/social work clinical services within the multidisciplinary team in accordance within prescribed professional and ethical standards.
- This position may include the need to attend consumer home visits and community sites.
- Follow policies, procedures and instructions relating to work health and safety that are relevant to the work being undertaken to ensure high quality and safe services in the workplace.
- Take reasonable care for your own health, safety and wellbeing and take reasonable care to ensure that your acts or omissions do not adversely affect the health, safety and wellbeing of others.
- Employees who are appointed to the GCHHS are accountable for information security, management and appropriate use, in accordance with legislation, standards, policies and procedures.
- Comply with reasonable instructions that are provided for the safety of you and others at the workplace.

## Mandatory Qualifications / Professional Registration / Other Requirements

- **Occupational Therapist** The possession of a tertiary degree in Occupational Therapy from a recognised tertiary institution and registration as an Occupational Therapist with the Occupational Therapy Board of Australia (AHPRA) is a requirement for this role.
- **Psychologist** The possession of a tertiary degree in Psychology (or equivalent) from a recognised tertiary institution and registration as a Psychologist with the Psychology Board of Australia (AHPRA) is a requirement for this role.

While not mandatory, possession of post-graduate qualifications (e.g. Masters Degree, DPsych, PhD) from a relevant accredited psychology training programme or equivalent would be well regarded.

While not mandatory, Psychology Board of Australia endorsement to supervise postgraduate students, provisional psychologists, and psychologists completing the registrar program would be well regarded.

For provisionally registered Psychologists, applicants must provide a copy of their Board approved Supervision Plan as part of their job application. Note: For Psychologists HP4 and above, positions require FULL (general) registration.

While not mandatory, membership or eligibility for membership of the Australian Psychological Society would be well regarded.

While not mandatory, appointment or eligibility for appointment as an Authorised Mental Health Practitioner under the *Mental Health Act 2016* would be well regarded.

- Appointment to this position requires proof of qualification and registration with the Australian Health Practitioner Regulation Agency (AHPRA) or one of the following boards below. Certified copies of relevant qualification and registration must be provided to the appropriate supervisor/manager, prior to the commencement of clinical duties.
- **Social Worker** It is a mandatory requirement for all social work positions that the candidate is eligible for membership to the Australian Association of Social Workers (AASW). Eligibility is dependent on the candidate having completed a university level Social Work degree accredited by the AASW, and that the candidate does not have any other outstanding professional competency or ethical issues or complaints known to the AASW which may preclude membership to the association. Overseas qualified Social Work candidates require a "certification of eligibility" letter from the AASW to confirm their eligibility for membership to the AASW. Overseas qualified applicants should include such evidence with their application to be considered for short listing in the selection process.
- Potential applicants are advised that the Commission for Children and Young People Act 2000 (Qld) requires Queensland Health to seek a 'working with children check' from the Commission for Children and Young People prior to appointment to this position. Your appointment to the position is subject to the Commission for



Children and Young People and Child Guardian issuing you with a favourable suitability notice. Queensland Health will meet the cost of this check and future renewals.

- It is a condition of employment for this role for the employee to be, and remain, vaccinated against the following vaccine preventable diseases during their employment ([Health Employment Directive No. 01/16](#)):
  - measles, mumps, rubella (MMR)
  - varicella (chicken pox)
  - pertussis (whooping cough)
  - hepatitis B
- It is a condition of employment in this role for new employees to GCHHS to undertake a tuberculosis screening, to identify if the tuberculosis vaccination may be required in accordance with the Queensland Health Protocol.
- This position requires the incumbent to operate a government vehicle and an appropriate Licence endorsement to operate this type of vehicle is required.
- This position is required to work throughout the Gold Coast Hospital and Health Service

## How You Will Be Assessed

You will be assessed on your ability to demonstrate the following key capabilities, knowledge and experience. Within the context of the responsibilities described above under '**Key Duties and Accountabilities**', the ideal applicant will be someone who can demonstrate the following:

- Commitment to fostering the reputation of the Gold Coast Hospital and Health Service; taking ownership and personal accountability; demonstrating a commitment to and pride in your work; attendance, availability and punctuality; applying appropriate priorities; managing ones time effectively; setting and meeting deadlines.
- Ability to work cooperatively with others; providing support; sharing information and credit; considering the views of, and involving colleagues in decision making; avoiding conflict; maintaining effective working relationships with colleagues; mentoring and providing leadership as appropriate.
- Communicate with relevance, promptness and accuracy; approachability and resourcefulness in working with senior colleagues and peers; good judgement in prioritising courses of action, respectful to co-workers AND customers.
- High standards of service delivery, providing service users with a positive perception of the work area by establishing and building effective and respectful collegial client relationships. Employs win/win negotiating skills to avoid conflict in the workplace and striving to understand the issues, motives and objectives of others to enhance cooperative workplace interactions. Voluntarily contributing to tasks that affect the performance of the whole area.
- Demonstrated ability to enact the specified core role capabilities outlined within this role description within your practice.

## How to Apply

Please submit the following for the panel to assess your suitability:

- Your **resume**, including a comprehensive employment history, the qualifications you hold and the contact details for at least two referees (Referees should have a thorough knowledge of your capabilities, work performance and conduct within the previous two years).
- A **cover letter** (no more than 2 pages) on how your experience, abilities, knowledge and personal qualities are relevant for the role, addressing the key responsibilities and attributes noted in the "How you will be assessed" section above.

**Submit your application via** [www.smartjobs.qld.gov.au](http://www.smartjobs.qld.gov.au)

Only those persons eligible to work in Australia may be employed by Queensland Health. Prospective employees are required to provide proof of identity and documentary evidence of their [right to work in Australia](#).

Hand delivered applications will not be accepted.

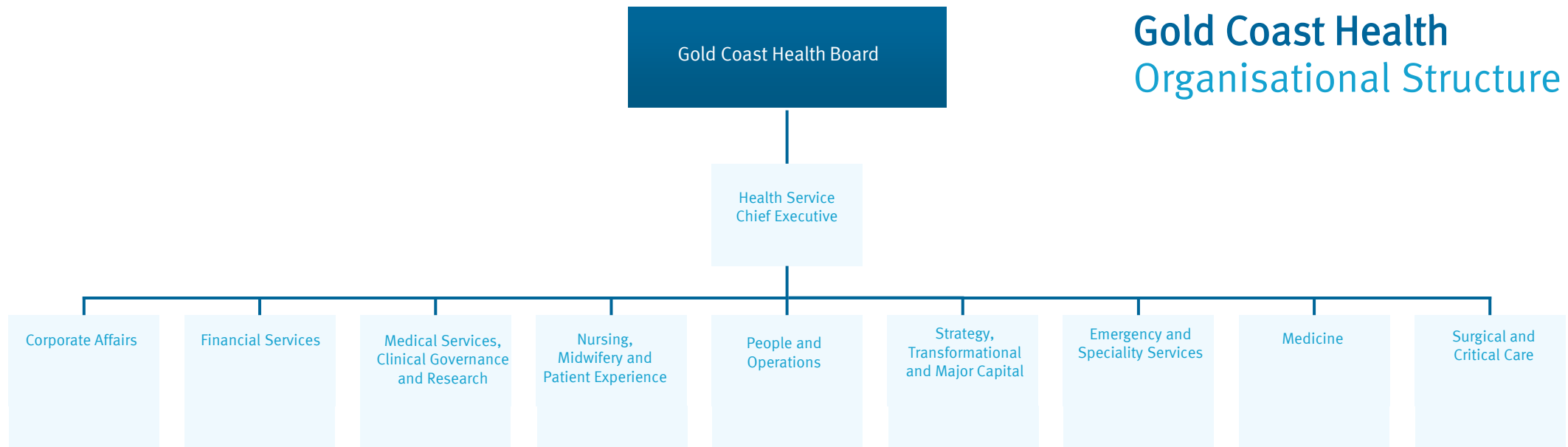
Gold Coast Health is committed to providing an accessible, inclusive work environment. Please contact the nominated person if you require any reasonable adjustments throughout this recruitment process.

## Further Information

For further information about this opportunity and the benefits and conditions of [working at Gold Coast Health](#) please refer to the Information for Applicants document attached with this Smart Jobs advertised vacancy.

A 6 month probation period may apply to this appointment.

# Gold Coast Health Organisational Structure



## Our philosophy

Always Care.

## Our vision

We will have the best health outcomes in Australia.

## Our purpose

To be a leader in compassionate, sustainable, highly-reliable healthcare.

## Our values



<b>Integrity</b>	To be open and accountable to the people we serve
<b>Community first</b>	To have the patient's and the community's best interests at heart
<b>Excellence</b>	To strive for outstanding performance and outcomes
<b>Respect</b>	To listen, value and acknowledge each other
<b>Compassion</b>	To treat others with understanding and sensitivity
<b>Empower</b>	To take ownership and enable each other to achieve more



Prepared by: Human Resource  
Services Version 13, 01 August 2021